

NOTICE CONCERNING ESTABLISHMENT OF  
DEFERRED COMPENSATION PLAN

TO: Top Hat Exemption  
Pension and Welfare Benefits Administration  
Room N-5644  
U. S. Department of Labor  
200 Constitution Avenue, N.W.  
Washington, D.C. 20210

Notice is hereby given of the establishment of a deferred compensation plan in accordance with Regulation Section 2520.104-23, as follows:

1. Employer. Fisher, Tousey, Leas & Ball, P.A., One Independent Drive, Suite 2600, Jacksonville, Florida 32202
2. Employer Identification Number. 59-1851349.
3. Deferred Compensation Agreements. The Employer provides deferred compensation benefits for certain management and highly compensated employees. The Employer currently provides such deferred compensation to eight (8) employees pursuant to a plan under which the Employer has entered into separate agreements with each eligible employee.
4. Copies Available. Copies of the deferred compensation agreements comprising the plan are available to the Secretary of Labor upon request as required by Section 104(a)(1) of the Employee Retirement Income Security Act of 1974.
5. Date Plan Established. March 21, 1995.